

Selectmen's Meeting  
March 7, 2017  
Selectmen's Meeting Room  
Executive Session 8:20 p.m.

Approved  
Not Released: 3/21/17  
Approved  
Released on: 10-3-17

The meeting was called to order by roll call vote for the purpose of discussing collective bargaining - Fire and the following members were present:

Tony Vegnani, Maura Curran, Shawn Harris, John Danehey. Marty O'Toole was absent.

Aloes present was Patricia Vinchesi and John Clifford.

Danehey	aye
Harris	aye
Curran	aye
Vegnani	aye

#### Status of Impact Bargaining on Joint Dispatch

Attorney Clifford updated members on the status of impact bargaining negotiations with the fire union on joint dispatch. The Town Administrator had requested that he meet with the negotiating team one more time to reach agreement before the new communications system goes live on March 15. The TOSCA union agreed to an MOU for the new center and its dispatchers after just three meetings many weeks ago; the cost for the MOU was \$3,000 (three dispatchers). The Town has been meeting with the fire union since its initial letter to them to begin impact bargaining in early September of 2016.

The Town has agreed from the outset to keep all employees, pay the same wage as TOSCA (fire dispatchers make less) and to give a signing bonus. This totals over approximately \$8,000+ (four dispatchers). The fire dispatchers are all in favor of the joint dispatch, the fire union leadership is not and the parties are now at formal impasse. The Town can implement any changes but at some point in the future the Department of Labor Relations will determine what the union should get.

Union officials asked for the first time last week, after six months of negotiating, that it receive the same wage as TOSCA plus 2.5% increase on the base wage for EMD and the same benefits as TOSCA. At the last arbitration with fire the union wanted a stipend for EMD and it was rejected by the JLMC. The union alleges the Town has no plan. However, a 36-page report was given to the union prior to the first meeting last fall and the Town hired an expert consultant to work with fire and police on rules and regulations, protocols and training.

#### Discipline Issued for Firefighters

Attorney Clifford informed members of the discipline Chief Murphy issued to certain firefighters for posting false statements on Facebook relative to snow removal directives and Station 3 being

a "sick building" with one doing it while on duty. A number of reprimands and a suspension were issued. Board members asked Attorney Clifford to explain in detail the rights of public employees and free speech. Citing numerous cases and also the need to quickly address such matters so that the behavior does not appear to be condoned by the Town is key. As all firefighters were advised of the Town's social media expectations after a firefighter was suspended for the same thing two years ago all of the affected employees had been put on notice.

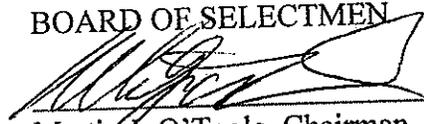
Board members again expressed their concerns as to the never ending issues with the fire department, unique from the town's other four unions. They asked Attorney Clifford as to how it could be communicated that the Selectmen do not support continual efforts to railroad the dispatch center or disparage other departments like the DPW and Police Department. In recent weeks the [REDACTED] have expressed their chagrin with the fire department. The departments need to work together collaboratively and recent events have caused rifts. The Board discussed meeting with Chief Murphy to express their concerns. ←

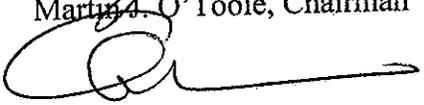
On a motion by Mr. Danehey, seconded by Ms. Curran, the Board voted to adjourn the meeting at 9:25 p.m.

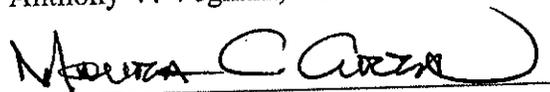
Patricia Vinchesi  
Recorder

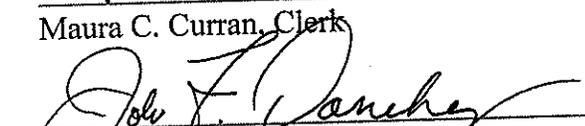
Board of Selectmen Executive Session Meeting Minutes for March 7, 2017

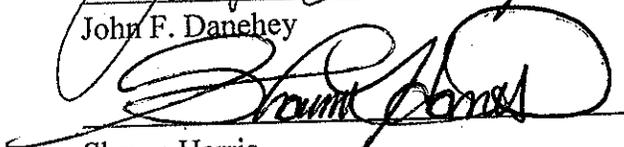
BOARD OF SELECTMEN

  
\_\_\_\_\_  
Martin J. O'Toole, Chairman

  
\_\_\_\_\_  
Anthony V. Vegnani, Vice Chairman

  
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Maura C. Curran, Clerk

  
\_\_\_\_\_  
John F. Danehey

  
\_\_\_\_\_  
Shawn Harris